



THE HIGHWAY



VOLUME 1 — NO. 5

TRENTON, NEW JERSEY

DECEMBER, 1942

GANGWAY!!



Snow Fighters Gird for Winter Battle

The snow removal forces of the State Highway Department are facing a major battle on the home front this winter. Never before has the necessity of maintaining clear highways throughout the winter been of such paramount importance. Never before have the men entrusted with this responsibility been more determined that blizzards shall not slow down America's vital wartime traffic, for this indeed is a major contribution to the war.

Snow removal equipment, having been checked to the last detail, is now stationed at strategic points throughout New Jersey. Snow fence has been set up along one hundred miles of highways where drifts would form. Sand and cinder piles are ready to combat icy pavement at a moment's notice. The headquarters crew is organized on a twenty-four hour basis and ready to spring into instant action. Maintenance gangs and equipment operators, skilled in the work that lies ahead, will hold themselves in readiness at the first signs of approaching snow.

3rd Period Bonus, Salary Increases Expected Soon

Record Number Receive Awards At 10 Yr. Dinner

Large Gathering Honors Veteran Employees

The twelfth annual dinner of the Ten Year Club has come and gone. In passing it leaves impressions that will long remain pleasant memories. It was not the largest gathering in the history of the club; transportation restrictions and the fact that so many of the familiar faces are now in the Armed Forces held the attendance down to 230. Nor was it the most brilliant. Wartime affairs should never be. But through it all ran the lusty good-fellowship that will always make a Ten Year Club dinner a real success.

This year's affair established a new high in the number of awards bestowed upon veteran employees. Altogether seventy of these "old timers" were presented with pins emblematic of their long service. Of this group twenty received 25 year gold pins and the balance 20 year pins.

For the first time these awards were made by members of the Ten Year Club. "Frank" Bedwell, in the capacity of Acting State Highway Engineer made the 25 year presentations while "Ed" Read, our Acting Assistant State Highway Engineer awarded the 20 year pins. It was nice to see these old friends and fellow members officiating in this manner, for they more than any others know of the service that lay behind these awards.

Perhaps the real surprise of the evening was the address of Eugene Connell who capably pinch-hit for Commissioner Miller as guest speaker. Those who were privileged to hear his remarks will long remember them as witty, sincere and straight from the shoulder. He stressed the fact that the Ten Year Club was the sole property of its members; that it should always remain so; that its members should jealously guard against any Departmental influence in the formulation of its policies, now and in the future. He further urged all members to wear their pins with

(Continued on Page 4)

OUTSTANDING SERVICE WILL BE RECOGNIZED

Virtue is its own reward! But even the reward of virtue can be enhanced by recognition. Who among us is callous to the appreciation of his fellow man? Who is not equally disappointed when we feel that our best efforts have not been recognized? Meritorious service, like virtue, also deserves recognition. To recognize the service of a State employee to the public welfare, is an appropriate function for the State to perform. Where such service is unusually meritorious, recognition becomes the special privilege of the department where such work is performed.

It is because of this that the State Highway Department, in conformity with its new personnel policy, is inaugurating a system of reward for meritorious service. A certificate of merit, which was originally suggested to me by Arthur J. Lichtenberg, has been designed by Carman Davis and will be bestowed, in the future, upon those deemed worthy of receiving such an honor.

35 Mile Speed Law Must Be Observed Says Gov. Edison

In a recent statement Governor Charles Edison said that he intended to deal personally with violators of the 35 mile per hour War Speed Limit in New Jersey. He appealed to all patriotic motor vehicle operators to note the license numbers of speeders and suggested that they send such information directly to him.

Each offender will receive a letter by way of warning in which future observance will be urged as a duty of every citizen. If such a letter fails to produce voluntary compliance the Governor said that more direct action would be taken.

Several instances of violation of this law have been reported recently involving State Highway Department vehicles. It is well to remember that an HY license does not carry with it any special privileges. In fact, a driver of Highway equipment has a special obligation to set an example for other motorists to follow.

As was previously said, "The fact that a great many miles must be traveled is a good reason for starting earlier. It is no longer an excuse for driving faster."

Let's not have any more violations involving Highway cars!

New Jersey State Highway Department Certificate Of Merit

19 4

THIS CERTIFICATE IS AWARDED TO

IN THE DIVISION IN RECOGNITION
OF CONTRIBUTIONS TO IMPROVE THE EFFICIENCY
OF THE NEW JERSEY STATE HIGHWAY DEPARTMENT.

Division Head

State Highway Commissioner

Conscientious application to duty is not in itself sufficient justification for this citation. The public expects, and in the vast majority of cases receives, service of this type from Highway employees. Were it otherwise we would not be fulfilling our obligation to the Department. From time to time, however, some individual goes far beyond the mere requirements of his or her position in rendering an unusual service. As a result of such devotion to duty, we become a more efficient organization, and often an individual contribution of this type reflects to the credit of the entire Department. It is service such as this that should be rewarded by public recognition.

In taking this step, I am reminded that many laudable contributions to the efficiency of the Department have gone unrewarded in the past. This is most unfortunate. To assure every employee an equal opportunity of having meritorious service so recognized in the future, it is my intention that all cases, deemed worthy of receiving this certificate by their immediate superiors, be reviewed by a board consisting of Mr. C. E. Bedwell, Mr. A. Lee Grover, Mr. E. V. Connell and myself. The findings of this board will determine whether or not a certificate of merit will be awarded.

The first of these awards will go to Arthur J. Lichtenberg of the Bridge Division who has made it possible, through the suggestion of the certificate of merit, for others to be suitably recognized. Not only this, but he has also placed before me many other valuable suggestions which might well increase the efficiency of the entire Department.

Awards will also go to John M. Willett, the bridge-tender at Cheesquake Creek, whose extreme presence of mind in an emergency saved the lives of four occupants of a speeding car; and to Kennard Coulter, the relief bridge-tender at Maurice River for saving the life of a woman intent upon committing suicide by jumping from that bridge. The actions of both these men have brought great credit to the entire organization of which they are a part.

I trust that it will be the pleasure of the Award Board and State Highway Department in general to similarly honor many of our employees for meritorious service in the future.

SPENCER MILLER, JR.

Commissioner.

Retirement System Offers Two Types Of Enrollment

The following bulletin has been received from the office of the State Employees' Retirement System. It is important that those who join this system read this carefully. Further information may be obtained by writing to A. Lee Grover, chief clerk and secretary, Trenton, New Jersey.

To all Departments and Institutions of the State Government:

We wish to bring to your attention the necessity of having employees give their thoughtful consideration to the two classes of enrollment available when they file their applications for membership in the State Employees' Retirement System.

Class "A" is based on giving a retirement allowance of half pay with 35 years of service at age 60; Class "B" is based on giving a retirement allowance of half pay with 30 years of service at age 60. If a member renders more or less service to age 60, the retirement allowance will be proportionately larger or smaller.

UNDER THE LAW, TRANSFERS FROM CLASS "A" TO CLASS "B" CANNOT BE MADE BY MEMBERS WHO HAVE ENROLLED IN THE SYSTEM SINCE JUNE 24, 1940.

Section 14 of our new Forms 1-2-41 10M and 1-8-42 10M Application for Membership gives the applicants opportunity to check the class of enrollment desired. Departments or Institutions who do not have a supply of one or the other of these forms should write immediately to the office of the Retirement System, No. 1 West State Street, Trenton, New Jersey for a supply.

Enrolments will not be made until the applicants have indicated their wishes as to Class "A" or Class "B" membership.

J. A. WOOD
Secretary.

Baytel Commissioned

Al Baytel, who was the first Equipment Division member to enter the Army was recently commissioned a 2nd Lieutenant. He is at present stationed at Hill Field, Ogden, Utah, where he finds the climate something to rave about. Many employees of the Trenton office will remember Baytel for his fine voice. On several occasions he sang on the plaza of the Annex with the WPA band.

Petito Pays Plenty

Paul Petito of the Equipment Division who has been laid up since April following an accident had quite a scare the other night. Paul had just driven into his garage and as he stepped from the car a masked bandit pushed a gun in his ribs while an accomplice relieved him of his wallet containing forty seven dollars.

THE HIGHWAY

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In the interests of its employees.

W. CARMAN DAVIS, Editor

Contributing Editors:

James H. Driscoll	Arthur J. Lichtenberg
Thomas Stephan	W. Eugene Beckner
Elmer L. Meyer	Edward Drake
Abram E. Watov	Marvin Riley
Reginald Bowen	James O'Rourke

Publication Office: 148 West State Street, Trenton, N. J.
Telephone: Trenton 2-2181 extension 573



Season's Greetings

To all its readers, whether carrying-on on the home front or taking their places on the far-flung battlefields of the world, THE HIGHWAY extends the best wishes for a Merry Christmas and a Happy New Year. To this we add a fervent hope that next Christmas may find us all once again together, safe in the security of a better world.

EDITORIAL

During recent weeks there has been a growing tendency on the part of many employees to feel that they are being treated unfairly in the matter of leaves of absence for the purpose of entering war industries. Some complaints come from those who are motivated by a genuine feeling of patriotism and an earnest desire to turn their abilities to what they feel would be a more direct contribution to the war effort. A larger percentage, however, wish to enter war industries for the sole purpose of materially increasing their present incomes. It is easy to sympathize with either of these groups but let us look at the matter from the standpoint of the Department.

The State Highway Department is definitely not a refuge for employment only when times are bad. We are the direct custodians of over 1600 miles of vital defense highways; indirectly we are responsible for the entire 27,000 mile network of the state. Today every mile of this great system must be maintained as never before. In addition to the fact that each mile of State Highways plays a foremost role in transporting the mechanized equipment of our armed forces, this entire network of highways is vital to the transportation needs of New Jersey's great war industries. All this is in addition to what was heretofore generally conceded to be America's greatest highway traffic.

With winter approaching, the problem of keeping these highways passable at all times assumes a role of major importance. Snow removal takes on added responsibility. Present—unreplaceable—equipment must be maintained as never before. These are operations which require manpower, in large numbers!

From the engineering standpoint, we too have a job to do. Today we are building, or have built, many access roads for the Army and Navy. The importance of such construction cannot be overemphasized. It is a definite contribution to the war effort. Tomorrow the Federal Government will again utilize our services in some other important phases of war engineering.

It is well to consider also that for many years the New Jersey State Highway Department has struggled uphill in its efforts to keep abreast of ever increasing motor vehicle traffic. Never have we been in a position to plan for the future. Today that planning must be done if we are to have work for our several hundred fellow employees when they return from war. Such engineering requires manpower!

These are but a few of the many reasons the Department needs its present force. Others might be stated. Even now we are doubling up on many jobs because of the shortage of employees. The steady drain on our manpower will continue as more men take their places in the armed forces. That is why an unrestricted policy of granting leaves of absence cannot be adopted. That is why such leaves can only be obtained as outlined in the September issue of THE HIGHWAY. To do otherwise would in effect be saying, "Go out and get yourself a war job. Make big money while you can and when things get tough on the outside, come back and your present job will be waiting for you. The man we get to take your place (if such a one is available) will be glad to step aside for you on your return." That, in a nutshell, is what leaves of absence to all would mean.

Remember this—as public employees we are in a most peculiar position. When times are booming, our lot is a rather hard one due to increased cost of living. When times are bad,

Highway Honor Roll

The following is the list of those entering the Armed Forces of the United States since the last issue of THE HIGHWAY.

Administration

Bonner, Kermit W.	Army
Boskow, Elmer	Navy
Cimbala, Peter	Army

Construction

Adrosko, Joseph P.	Army
Berberick, Francis W.	Army
Brown, Charles	Army

Cunningham, Joseph R.	Army
Demarest, Dudley E.	Army
Meyer, John T.	Army

Parker, James M.	Navy
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Electrical

Pond, George B.	Army
Weischadle, Alfred W.	Army

Equipment

Buis, Thomas	Army
Hallbauer, Nelson	Army

Maintenance

Bingham, John	Army
Brown, Harry	Army
Eckstein, George	Army
Fitzpatrick, John A.	Navy
Foster, James	Coast Guard

Gondolfo, Joseph	Army
Gretton, Charles	Navy
Lang, Charles	Army
Legato, Charles	Army
Leuci, Sebastian	Army

Lloyd, John	Army
McVeigh, Leon	Army
Moysie, Edwin	Coast Guard

Murphy, Thomas J.	Army
Pierson, Eugene J.	Army
Rankin, Jack	Army

Treen, Harry	6
Wolverton, John C.	Army

Real Estate

Schanek, Kirk W.	Army
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News From the Boys In the Service

D. E. Demarest of the Montclair office, Survey and Plans, writes, "I am in the Air Corps and will probably wind up as a cook. I qualified as a specialist (surveyor) but later was told that there was no such listing in the Air Corps." The address is 920 AACFTC—ASN 32561938—Atlantic City, N. J.

Candidate John J. Taylor of the 13th Co. 3rd Bn. 3rd St. Reg. Fort Benning, Ga. drops a line to say, "... my wife has been forwarding the newspaper to me. It's tops... As Ed Raymond has probably told you, they keep us stepping here and I haven't much time to write. Give my regards to the boys in the Electrical Div."

Warrant Officer



DAVID LAWSHE

Warrant Officer David Lawshe of the Bridge Division dropped in the office recently on his way to Davisville, R. I., where he will undergo advanced training for the Navy Seabees. He's such a darned handsome devil that we took his picture before he got away.

Our regular correspondent,

as was the case from 1930 to 1938, we are figuratively "sitting pretty" due to our steady incomes. During such periods we are the envy of the very group that today is making the high wages. Without a doubt the post war period will again witness a reversal of these conditions. We should recognize this fact. Today is definitely not our day in the sun, but we still have a job to do! Let's do it!

Highway Department Civil Service News

Results of Examinations

PROMOTION EXAMINATION

1. James J. Flavin	88.13;	2. Alexander Edwards	87.50;	3. Louis Messler	87.44;	4. Paul Peter	86.80;	5. Fred	86.55;
5. Francis J. Cleary	86.00;	6. Jacob H. Baum	86.25;	7. Francis J. Cleary	84.00;	8. Emanuele Smith	84.73;	10. Peter W. Radice	84.83;
11. Frank E. Hutchinson	84.58;	13. Edward J. Hogan	84.58;	14. George H. Buchwald	84.38;	15. George H. Buchwald	84.38;	16. Nicholas Carnival	83.64;
17. Leon Anton	83.13;	18. Raymond A. Hoagland	83.13;	19. John J. McGuire	82.53;	20. Clarence J. Parsons	82.42;	21. Norman J. McEwan	82.27;
22. Joseph Corbett	82.24;	23. Patrick J. Fleming (V)	81.78;	24. William K. Herbert	81.73;	25. Gus W. Murphy	81.60;	26. Stephen T. McLaughlin	81.50;
27. Clifford J. Horner	79.26;	28. Weldon E. Slocum	77.28;	29. Joseph DeMeo	74.17.				

Test held July 2, 1942. Applications 41; Examined 29; Passed 29; Failed 0. Failed to appear 12.

SENIOR CLERK (PROMOTION EXAMINATION)

1. Joseph J. Aiello	85.15;	2. William A. Ward	79.40;	3. Edward H. Ristow	79.36;	4. John M. Mountford	75.26;	5. Norman E. Shaffer	73.72;	6. Frank T. Chiarello	73.59;	7. Elmer J. Boskov	71.91;
8. Francis J. Cleary	72.25;	9. Edward H. Ristow	71.91;	10. Leo J. Ulia	71.54;	11. Rizziero D. Cintia	71.12;	12. Franklin E. Gephart	70.58;	13. Thomas A. Harcar	70.53;	14. Joseph G. Mumolo	70.50.

Test held August 13, 1942. Applications 16; Examined 16; Passed 14; Failed 2.

TESTS LISTED

The following promotion examinations are open to permanent Laborers, Laborers, Highway Maintenance Patrol, Maintenance Inspectors, Highways, and Assistant Foremen.

Stokes Steward Long writes from "somewhere in the tropics" to thank the boys who wrote to him. Says he received several letters recently and wants more. He adds, "You've read a lot about this place being a paradise. Well don't believe all you read... if I never return, it will be soon enough."

Private W. F. Beck of the Task Force Replacement Pool writes Dick Waugh from Camp Kilmer that "After four months in the Army and I still don't know what branch of the service I'm in." And he adds a new note saying, "I have plenty of time to write but nothing to write about."

Private Joe Adroska of Northern Construction sends the boys in the Newark Office a "Ripley" as follows: "Here two days and already on KP, but I LIKE IT, believe it or not." He writes from Co. F 1229 RC, Fort Dix, N. J.

Private Edward C. Young, 922 Eng. Reg.—AVN, Hq. Co.—1st Bn., Geiger Field, Wash., who was one of the Bayonne horseshoe pitchers not so long ago, wants to know, "What's the matter with the fellows over at the Bayonne Naval Base? They haven't sent me any reports on the progress of the job." (It's well ahead of schedule, Eddie.)

Sgt. Wm. J. Rakowski, Hq. Det. Force 9165, APO 932, Postmaster San Francisco is not among the missing after all, as attested by a recent letter sent to the boys in the Maintenance Div. Says Bill, "Received your very nice birthday card and want to thank you a million. Really nice to know that somebody, somewhere remembers. Had a nice trip coming over—was seasick the first two days." He adds that he has been accepted for Officers Training School. Good Luck, Bill.

Sgt. Jos. J. Aiello, 12047723, c/o Reg. Hq. 349 Eng. (GS) APO 939, Postmaster, Seattle, drops a line to E. E. Reed to say, in part, "Capt. Higgins and his outfit are about 14 miles away—This may seem like a fanciful tale but it's true." (We will have to wait until after the war to get that story because it was deleted by the censor. Ed.) At this point Sgt. Joe goes on to say, "One does not need a net to catch salmon. All he has to do is reach in the water and pick out a likely specimen. If it isn't big enough, the hell with it, throw back and reach out for another."

2nd Lieut. B. F. (Ben) Stokes

sistant Foremen, Highway Maintenance, the State Highway Department, who possess the minimum qualifications as indicated for the positions of:

Foreman, Highway Maintenance, Salary Range \$2,280—2,640;
Foreman, Land Surveying, Highway Maintenance, Salary Range \$2,280—2,640;

Foreman, Highway Marking, Salary Range \$2,280—2,640;

Foreman, Painters, Salary Range, 2,280—2,640;

The following promotion examinations are open to permanent Laborers, Laborers, Highway Maintenance Patrol, Maintenance Inspectors, Highways, in the State Highway Department, who possess the minimum qualifications as indicated for the positions of:

Assistant Foreman, Highway Maintenance, Salary Range \$1,760—2,160;

Assistant Foreman, Land Surveying, Highway Maintenance, Salary Range, \$1,760—2,160;

Assistant Foreman, Highway Marking, Salary Range, \$1,760—2,160;

Assistant Foreman, Painters, Salary Range, \$1,760—2,160;

Mason—Salary Range, Prev. Rates; Carpenter (bridges and forms)—Salary Range, Prev. Rates;

Painter (bridges and signs)—Salary Range, Prev. Rates;

Concrete Finisher—Salary Rates, Prev. Rates;

Form Setter—Salary Range, Prev. Rates.

Last date for filing application—Wednesday December 16, 1942.

Applications for examination may be secured at the offices of the Commission at the City Hall, Camden; Court House, Elizabeth; Administration Building, Hackensack; City Hall, Jersey City; City Hall, Newark; City Hall, Paterson; Court House, Morristown; Court House, Toms River; City Hall, Atlantic City, or by mailing requests directly to the Civil Service Commission, State House, Trenton, N. J.

NOTE: Applicants may enter more than one of the above announced tests by filling a separate application form for each test in which they desire to compete.

now at Great Falls, Montana with the 902 Guard Squadron, 7th Ferrying Command, one of the real oldtimers in the Accounting Division says, "Boy what a load of gifts I received from the gang. Thanks much. It is nice to be remembered... The elevation of the camp is about 4000 feet and on clear days we can see the snowcapped peaks of the Rocky Mountains, about eighty miles away. Great Falls is a fine town but if one follows any street he will end up on the open plains."

PFC. Louis Manikas, Station Complement, Camp Livingston, La. drops us a line to say, "My name appeared in the Highway paper together with a few others of Bill Hagin's Hudson County Gang and I am writing to thank you and all the staff of this paper... Our wonderful New Jersey highway system is taken as a matter of course by the people of our state but a recent maneuver by our mechanized units showed me how essential good highways are to our army and how well equipped our roads are to handle military traffic."

Marriage follows Promotion

"Eppy" Solkoff of the Newark Survey and Plans Office sends a letter to announce to all that he is now 2nd Lt. Ephraim Solkoff, 375 Engineer Bn. (Sep.), Fort Knox, Kentucky, and that on November 19th his journeyed to Daytona Beach, Fla., and married Miss Marian Rutherford, secretary to the mayor of that city. Solkoff entered the service on May 29 and received his corporal's stripes in August. He adds that, "I sure would appreciate hearing from my Highway friends and by all means the gang in the Newark Office." Well, Lt. Solkoff, here's wishing both you and the "little woman" a lot of good luck and best wishes, and accept our congratulations upon receiving your commission.

And now just a word with our readers. We have not given all these addresses in the hopes of simply filling space. It is the desire of every one of our boys that we write to them. From the letters that come in it is apparent that they are receiving many more letters than formerly. Let's keep up the good work.

**10% SAVED
NOW OR 100%
TAKEN BY THE
AXIS LATER!
BUY WAR BONDS**

Bridge Briefs

A. J. Lichtenberg

As you may observe, Chester P. Smith has anticipated the reduced gas ration and turned in his V8 for a three speed English bicycle which he is now using for his daily trips between Lakeside Park and the State House Annex. In addition to the three speeds, this bike has front and rear reflectors, rear view mirror, front wheel brake, balloon tires and handlebar basket. As a protection against wind and weather Chester wears heavy canvas overalls.



CHESTER P. SMITH

Smith who graduated from Dartmouth in 1905 and who worked in many sections of the country before coming to the Highway Department in 1930 travels the seven miles each way in around 35 minutes. He claims that his best time to date is 30 minutes which compares favorably with the record established by Elgin Mayer some time back.

Chester has a son, Corporal Orton Smith, stationed with the Air Corps in Iceland where he is engaged in weather observation work.

JACK KOFFLER of Newark, assigned to the Bayonne Access road to the U. S. Naval Supply depot, has just recovered from a bad case of the grippe and is back helping construct this important Navy link.

JACK SHEENAN has two sons in the service of the country, John J. Sheenan, an air cadet of two years service, stationed at Nashville, Tenn., and Francis A. Sheenan just enlisted in the Navy. And Pop just submitted himself to the Naval Office of Officer Procurement for examination.

MORRIS GOODKIND has taken a few days of well-earned vacation and just returned from a visit to his son, Lieut. Herbert Goodkind at Virginia Beach. Another son, Ensign Donald Goodkind, is with the Navy Seabees.

WILBUR H. SPENCER and PHILIP H. BURCH are being loaned to Rutgers University for temporary employment as Engineering Drawing instructors. Wilbur left on Nov. 9th and Phil on November 23rd. The classes are day courses for women who are being intensively trained for employment in war industries. CHAS. M. FOX is also at New Brunswick teaching, and was the first one to go.

In Trenton SVEN HEDIN is teaching mathematics and A. J. LICHTENBERG, Engineering Drawing in the Rutgers-sponsored War Training courses for men and women meeting evenings at the Trenton Central High School.

GEO. A. HEFFERMAN submitted his superb chassis to the Office of Naval Office Procurement and, while he fared well in the physical, his measurement around the umbilicus (stomach to you) required some attention to the caloric input. Counting the calories has made a new man of George and at this writing he is awaiting the boards decision on a commission.

WM. C. UMBERGER'S son, Wm. Jr., recently enlisted in the

Efficiency Marks Subject of Recent Memorandum

The system of marking now used by the Highway Department in grading its employees is E for excellent (90-100), G for good (80-90), F for fair (70-80) and UF for unfavorable.

In actual operation anyone receiving F is not producing or giving his best efforts to the Department and should be given the benefit of being told so. Most of us want to do a good job, but we don't always see ourselves as others see us.

Anyone getting UF is doing a definitely bad job and we haven't room for people like that in the Highway Department. 99 77/100% of us are proud of our jobs and our work and our Department. The remaining 23/100% are those who get UF and they will not find much sympathy among their fellow workers.

The following memorandum was sent to all division heads on the subject of efficiency rating reports on November 20th:

Efficiency Rating Reports are an important matter in this Department. They will play a major part in future adjustments of salaries. The merit system is definitely in operation in the Department and these Reports are the chief background and record of that system.

Marking officers may be asked to justify and sustain the marks which they give at some future time. It is, therefore, essential that marks be given with care and that Division Heads satisfy themselves as to the propriety of the marks to which they give their approval.

The present system of rating employees on quality of work, quantity of work, personality, attendance and discipline, while not perfect, appears to be a satisfactory method. No perfect plan for such ratings has yet been developed in any organization.

In order that the Department may receive the full benefit of our present system, and in order that an employee whose rating is not satisfactory may be given an opportunity to improve his or her weak points, it is requested that in every instance where a mark of less than "G" (80-90 equals good) is given, the Division Head or Supervisor notify the employee of such mark and explain fully the deficiency which caused the rating to be given.

This procedure will insure extra care in the giving of low ratings, and will present an impersonal opportunity for the Division Head to help the employee correct his or her weak points.

It is to be noted that once a mark has been given it is not to be altered. In other words, employees will not be permitted to attempt to induce the marking officer to alter an unsatisfactory mark. The only way in which an employee can improve his or her record is to improve his or her efficiency during the next Rating Period.

EUGENE V. CONNETT,
Chief Personnel Officer.

In some Divisions hourly men are marked A-B-C-D instead of E-G-F-UF. In this event a man getting C or D will be so notified.

Coast Guard and is now completing training in Mass.

LIEUT. COMMANDER W. FRED HUNTER, writing from Kodiak, Alaska, states in part "Right now I am devoting part of my time to camouflage studies. I have met two former N. J. Highwaymen so far, Lieut. Dallas of the Woodlynne office and Carpenters Mate Deakin of the Landscaping Dept. I haven't seen any of the Kodiak bears alive as yet and hope I don't meet one in the open, unless I have a Tommy gun for they weigh up to 1500 pounds. Tell the fishermen that you can stand by these streams in September and kill all the salmon you want with a club. Tell the boys to drop me a line occasionally. ROK Office, NOB, Kodiak, Alaska."

LAUGHS AT GAS RATIONING



Fred Yannut, foreman of the Hightstown Maintenance Crew gets quite a kick out of the wails of ration-conscious motorists. And well he may, for Fred drives around his rather extensive section in a midget auto that gets somewhere around thirty-five miles on a gallon. Just for comparison's sake we had Jake Beers, an average size individual, pose with Fred in the above photo. Fred wasn't angry about anything at the time. He was just squinting because of the sun.

Do You Remember When?



C. F. BEDWELL

Perhaps you have already guessed it but just in case you haven't we'll tell you that the rather handsome gentleman with the shock of wavy hair and up-to-the-minute Belmont collar is none other than C. F. Bedwell, our Acting State Highway Engineer. We don't know when the picture was taken but it appeared in the January 1922 issue of the Highwayman at which time Mr. Bedwell had been with the Department slightly over a year.

Accompanying the picture was a brief outline of Mr. Bedwell's career from which we learn that he was born in Ironton, Ohio and attended McGill University in Montreal from which he was graduated in 1905. Prior to coming to the Highway Department this young

News from the Boys In the Service

Corporal Joseph M. Norton of Administration sends the following from a poster in his office:

WIN OR LOSE

The Lord gave us two ends to use, One to sit with, The other to think with, Winning the war depends upon which we choose,

HEADS WE WIN — TAILS WE LOSE.

Incidentally, Joe is located at 95 Base Hq. & Air Base Sq., Army Air Base, Fort Dix.

Word comes from the Pacific coast that when a car whizzes past at more than 35 miles per hour other drivers give the offender the Victory Signal of three dots and a dash (....) on their horns. We hear it is bringing about the desired results.

engineer worked for the Public Service Railroad Company as Assistant Chief Engineer. In this capacity he had charge of the design and construction of the Public Service Terminal Building in Newark, a \$5,500,000 project. Upon the completion of this construction, Mr. Bedwell resigned to enter the employ of the Highway Department in the capacity of Construction Engineer, a position he has capably handled since.

During the past twenty-two years Mr. Bedwell has been largely instrumental in developing the New Jersey highway system from a meager network of narrow roads to its present enviable position as a recognized leader of modern highway construction. His able leadership and outstanding ability were immediately recognized by Commissioner Miller with the result that today he is carrying on both the duties of Construction Engineer and State Highway Engineer.

Directly beneath the Bedwell article appear the following notice: "This issue of the Highwayman was held up by the engraver's strike. Our engravings were not delivered until the twenty-first of January. Ed." Mr. Bedwell assures us that his picture had nothing to do with it.

Father and Son in Service

Willis R. Osborne, of Survey and Plans joined the Army on December 2nd. In so doing he became the second of his family to enter the service of Uncle Sam. His son Russell having reported for duty with the Navy on November 23rd.



REYNOLDS BRACHELLI

The beard is something that has been added since Reynolds left the Highway for service in the Navy last May. At present he is a Petty Officer 2nd Class and is stationed in Alaska where the beard no doubt serves to keep the chin warm. Brachelli likes THE HIGHWAY and says keep sending it.

No Bonus Checks For Hourly Men Before Christmas

"We'd like to get the bonus checks out before Christmas but it just can't be done." So said the Accounting Division in speaking of the October, November and December bonus checks of the hourly men. Natural curiosity compelled us to ask WHY and here is the story in detail, just as received from Mr. Clyde Case, the paymaster.

Bonus checks are computed upon the earnings of a man over a three month's period. The amount of the bonus varies according to the amount earned during that period. The following table shows the yearly income basis upon which all bonuses are based:

Wage	Yearly Bonus
Under \$960	\$120
\$960-\$1440	\$140
\$1440-\$1800	\$160
\$1800 and up	\$180

Since it is necessary to know the amount earned before the bonus can be computed and since snow removal or other overtime work occurring during the last two weeks of December would materially effect this amount it becomes apparent why there will be no bonus checks until after the first of the year.

For those who are interested in the method of figuring the bonus, Clyde Case has given us the following example. Here's how it works:

Suppose John Doe earned \$80.00 in October, \$78.00 in November and \$81.00 in December. This would give him a three month's total of \$238.00. Now to figure the bonus, the \$238.00 is multiplied by four. This gives us the amount Mr. Doe would have earned in a year at the same rate, which is \$956.00. Referring to the above table we find that the yearly bonus is \$120.00 which equals \$10.00 a month or \$30.00 for the three month's period. Simple? Sure when you know how much a man earns. But suppose John worked on snow removal during the last two weeks of December or at some other job where he puts in some overtime. Let's see what happens then.

Take the same \$80.00 and \$78.00 for October and November but instead of the original \$81.00 in December we now assume that month's earning to be \$94.00. This time we get a three month's total of \$252.00 which multiplied by four equals \$1008.00. From the table we find the yearly bonus to equal \$140.00 or the quarterly amount which will be paid, \$35.00.

Thus we can readily see the amount of many bonuses cannot be arrived at in advance since they depend entirely upon an income which fluctuates. However there is always this consolation—money in January is often more welcome after a holiday splurge than at any other time.

Laboratory Lines

ABRAM WATOV

Several "share the ride" groups are in full swing these days carrying Laboratory workers back and forth to work. The car of H. E. Wahl is riding on springs as flat as a dime. And no wonder, when you consider that in addition to the driver, C. E. Pollock, J. G. Mumford, F. Schroeder, G. Lear, J. C. Smoliga and E. Bauman climb out upon reaching their destination.

Since Pearl Harbor, 14 employees of the Lab out of a total of 67 have entered the Armed Forces of their country. By "closing ranks" as advised by Commissioner Miller we will continue to carry on.

The Lab was well represented at the Ten Year Dinner with President Chris Kucker presiding, one member receiving a twenty-five year pin and six getting 20 year pins. A total of nineteen men out of a possible thirty-six attended.

Besides the 14 employees on the Lab Honor Roll there are over thirty who are now actively engaged in one or more of the Civilian Defense activities.

Meet the Gang



When Foreman Earl Buckaiew entered the Army last June, Fred Baker took over the Hamilton Square gang. This veteran organization, whose average length of employment is fourteen years, maintains Route 25 from Yardville to Windsor; Route 33 from Trenton to Robbinsville; Route 37 at Allentown; Route 37 between Cream Ridge and Hornerstown and Route 39 from Bordentown to Chambers Corners.

Aaside from Baker who has been with the Department since 1920, Dave Scheideler is the oldest employee with this group having joined the Department twenty years ago. Dave is sixty-nine but you'd never guess it.

Others who have been around quite a while include George Dix, 17 years; Chris DeVito, 17 years and William Reed, 13 years.

In the above photo, reading from left to right, standing, are: George Dix, William Garry, Charles Matthews, Dave Scheideler, Arthur Bennett, John McKeever and Fred Baker, Foreman. Kneeling: Irving Bastedo, Robert Stephens, William Sassaman, August Botteri and Gatenio Brescia. Absent on vacation or sick leave were: William Reed, Chris DeVito and Tony Boss.

Baker, Sassaman, Stephens, Bastedo, Brescia and Botteri are all veterans of World War I. All of them were overseas, and saw much service. Stephens was in every major offensive and bears many scars as souvenirs of those days.

Clinic to Analyze Rumor Sources in Fighting Axis

The following letter was recently received by Commissioner Miller from the State of New Jersey Good-Will Commission. Such a movement deserves the cooperation of every American in our all out fight against the Axis.

"Nov. 6, 1942

Dear Commissioner:

The Good-Will Commission is convinced that one of the most effective means of cementing unity for the war effort is by exposing and combating propaganda which would tend to disunite our people. With the co-operation of the Sunday papers of the State the Commission has established a rumor clinic, and requests that all rumors tending to create dissension be sent to the Commission office where they will be analyzed and the facts behind the rumor made public.

Will you please bring the Clinic to the attention of all organizations with which you are affiliated, with the request that they co-operate with the Commission.

The Commission has also organized a Good-Will Legion, with a membership goal of 100,000 between October 11 and May 18. We would like to enroll you as a member, and would appreciate it if you would secure other members among your friends and associates. Membership cards for the Legion can be secured at the Commission office.

The Commission will greatly appreciate your co-operation.

Sincerely yours,

H. B. BELL
Chairman."

The address of the Good-Will Commission is 1060 Broad St., Newark.

Lanigan Joins Navy

Vincent Lanigan, Statistical Clerk of the Administration Division, who will be remembered as the secretary to former State Highway Engineer William Sloan, entered the U. S. Navy on November 1st as a Chief Petty Officer in a Construction Battalion.

Vince will be stationed at Norfolk, Va., while receiving his basic training. At a later date he expects to proceed to Davisville, R. I., at which location he will receive his advanced training.

Comm. Miller Studies County Road Programs

In order to better acquaint himself with the individual highway programs of New Jersey's twenty-one counties, Commissioner Miller recently put into operation a program which will eventually take him into each county for the purpose of studying at first hand the many problems presented. Already this schedule, which calls for the examination of the road construction and programs of a different county each week, has resulted in visits to Bergen, Camden, Cape May, Cumberland, Hudson, Hunterdon, Morris, Passaic, Union and Warren counties. On these journeys throughout the state Commissioner Miller has been accompanied by Acting Asst. State Highway Engineer E. E. Reed, who has had supervision of State Aid projects in New Jersey for many years and is well acquainted with the various county officials.

This desire to personally investigate the State Aid program is rather unique when it is considered that Commissioner Miller's visit to Cape May county was the first to be made by a similar official in 6 years. In Union county the conference was the first in 9 years.

In all instances these trips into the field and "on the spot" conferences have resulted in the settlement of many problems and the fostering of more cordial relationship between the Highway Department and the counties visited. In several instances where construction operations had been held up due to material shortages, such conferences have resulted in alternate construction methods being devised.

In speaking of these weekly meetings with county officials Commissioner Miller said, "The various county road departments represent in effect twenty-one smaller Highway Departments each of which is similar to our larger organization. A goodly portion of the funds they are spending come from Motor Vehicle Funds and construction of this nature comes under the direct supervision of our Department. Because of this I feel that we cannot have too close a relationship with these units. It is the establishment of this bond of mutual understanding that prompted me to put into effect this 'good neighbor policy.' I believe that the beneficial results of such a program are already in evidence."

Ten Year Dinner

(Continued from Page 1)

pride and always to consider them as a badge of honor.

In speaking of the work of the Highway Department, Mr. Connett declared that today we must plan for the much needed highways of the future so that we will not only have jobs for those returning from the war, but because highway construction will play a most vital part in our post war re-adjustment.

Following Mr. Connett's remarks the new members of the Club were introduced by Secretary F. A. Irton.

When President "Chris" Kucker announced the results of the balloting it was found that the destinies of the Club were in good hands for the coming year, the new officers being: E. J. Palmer, president; Wilber Spencer, 1st vice pres.; J. F. Hunt, 2nd vice pres.; R. G. Martin, 3rd vice pres.; R. A. Callahan, secretary; R. A. Snyder, asst. sec.; J. B. Walter, financial sec.; and for the eighth year Clyde Case was elected treasurer.

Entertainment followed the usual business of the evening and offered a wide variety of acts. In fact everything conceivable was offered except . . . ! The boys really must have liked the show for they all stayed until the final curtain was rung down.

THE HIGHWAY congratulates "Chris" Kucker upon a most successful administration under very trying times and at the same time extends to the Club's new president, Gene Palmer, every good wish for the coming year.



SGT. NORMAN HORNER

Here is a typical "top kick" expression exhibited by one who knows how. Norm recently visited the boys and attended the Ten Year Dinner to renew a lot of old friendships. He came up this way with a prisoner he delivered to Fort Dix. Horner is an old hand around the Maintenance Division.

Highway Bowlers Open Season

The State Highway Department is well represented in the Civil Service Bowling League by a team made up of Frank Dunn, Administration; Warren Oldham, Gene Beckner and Jules Trossbach, Maintenance; Bob MacMullin, Pete Tuozzolo, Frank Harris and Bill Carnival of Projects. Carnival acts as team captain.

While it is a little early in the season to make predictions this is holding their own at the present time and threaten to improve their position as soon as the average scores are brought up a bit.

A few years ago the Highway had a team that was really high class. Known as the Hawks, this aggregation won the league championship four years in a row. In addition to this they won the nation-wide high-score weekly prize of individual console radios and gold medals with a three-game score of 3162 and a single game high of 1096. Earl Bucklew led this scoring spree with a three-game total of 735.

Although it is expecting too much of the present Highway team to ask them to equal the record set by these masters of another year we sincerely hope they are able to carry on the Highway tradition to the extent that they are firmly perched in first place when the season ends.

For those who are interested in the individual yearly averages of the players who comprised the famous Highway Hawks we are presenting the following list:

Player	Ave.
John Madden	189
Earl Bucklew	186
Frank Dunn	184
Harold Rice	180
Dave Lawshe	177
Warren Oldham	172



Maintenance Notes

GENE BECKER

Charles Fleck of Bloomsbury, a member of Paul Haney's crew, is proudly displaying a service flag with three stars on it. Two sons, Paul and Charles, Jr., are in the Navy while a third boy, Lawrence, is serving in the Army. Lawrence, incidentally, is a Highway employee and has been on military leave since September 23rd.

Jonas Letts, one of George Behn's stalwarts from up around Cliffwood, relates that his son Bill, now on active duty with the Navy in Pacific waters, has seen plenty of action lately.

John Bruther, who recently received his wings and commission as 2nd Lieutenant in the Air Corps, stopped in the Trenton office the other day while on furlough. He looked swell and was eager to get back in action. Uncle Fred Woodruff, whose own children are all on the distaff side, beamed with pride.

Bill Rakowski isn't in Shangri-La after all. In a recent letter he reports his location as "a little ole island in the southwest Pacific—a wretched place on the map." He adds that he has been accepted for Officer Training and that he sends his best to all the boys in the Department. Why not drop Bill a line? A letter addressed to Wm. J. Rakowski, HQ Det., Force 9156, APO 932, C/O Postmaster, San Francisco, Cal., will do it.



JACK CARR, JR.

Jack Carr, Jr. was home on a furlough recently from Davisville, R. I., where he is taking advanced training with the Navy Sea-Bees. While here he took in the Ten Year Dinner and swapped yarns with Charlie Fernley who served with the Navy in World War I. Before returning to active duty, Jack, Jr., was given a farewell party by Jack, Sr., at which many of the Maintenance Office were present. Incidentally, the induction of Jack's brother, Bob, puts a second star in the Carr service flag.

Joseph Strahart, one of Pete Ehrhart's bridge painters is now confined to the Essex Mountain Sanatorium. Joe takes with him the best wishes of his many friends in the Department, who will look forward to his speedy recovery.

Jack and Bob, the 18 and 19 year old sons of Foreman Lew Whelan, enlisted in the Marine Corps recently. The boys graduated from Pennington High last year.

Another Maintenance man with two sons in the Service is Emery Ulincy of Clyde Brooks gang. Both entered the Army early in 1941 and are now stationed at far-flung outposts. Joseph is in Hawaii while Albert is in Iceland.

Three salaried patrolmen of Foreman W. L. Dilks in south Jersey are now in the Service. William J. Elwell is residing in a 400 year old castle in England; Louis Gardella is training in the South; while Guy Carvagnar, who was formerly in charge of this triumvirate, is attending an aviation mechanics school deep in the heart of Texas. These three bachelors are the only men from the Southern District of the Maintenance Division who have been inducted.

Joe is practicing getting off the ground by degrees. He is a mechanician in the Air Corps and recently paid a visit to the Department.

He is really keen about his work and we'll bet they are equally keen about Joe.